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NOTE TO: DDA

FROM: [] OCA

SUBJECT: Meeting with HPSCI Staff on Spousal Leave Proposal
and HR 3330

25X1 1. On 15, March [] and I met with Calvin
25X1 Humphrey, Mike O'Neil and Bernie Raimo of the HPSCI staff to
talk with them again about the Spousal Leave Proposal. I took
[] OCA attorney, in order to have her explain all the
legal reasons why our proposal was not covered by two pending
bills--the Leave Donation Act and the Parental Medical Leave
Act. The staff had contended that one or both of these bills
covered our proposal.

2. After they agreed that we were indeed not included,
they asked again for me to brief them on the particulars of the
Spousal Leave Proposal. While they argued that we were getting
beyond the rest of the Intelligence Community, I believe that I
made progress in persuading them that various proposals on the
Hill were seeking a solution similar to one we were proposing.
I also provided them with a copy of a Washington Post article
which showed that women lose significant income while away on
maternity. They also backed down slightly on this proposal
being a "significant" change in our personnel management
practices although they think we should still wait for the NAPA
study. To this remark, I advised them we had told NAPA but had
not received a reaction. And what we proposed was a no cost
minor adjustment to our personnel system. We would have great
difficulty accepting any other conclusion.

3. Humphrey, who has gone back and forth on this
issue, now seems supportive. O'Neil has backed down slightly.
Raimo thought we had a good idea here. The three informed me
that they would respond to our letter to Stokes by the end of
next week.

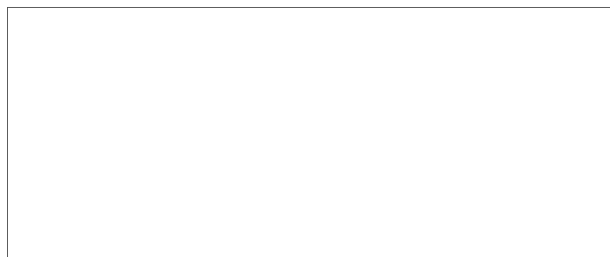
4. Finally, we raised HR 3330, the EEO Reporting Act,
which we have been negotiating for an Agency exemption.
Humphrey advised a total exemption was just not possible
because several Members on the HPSCI were cosponsors of the
bill. We were able to reach a compromise whereby the Agency
will provide all detailed EEO reports to the oversight
committees rather than the EEOC. The staff present did support
language which would remove us from the on site inspections by
the EEOC. We have now provided the agreed upon language, and,

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if the deal holds, they will have Richardson, a cross over to the Subcommittee on Equal Opportunity, introduce an amendment during markup on the 16th.

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cc: D/OP
D/OCA